



Triumph Contract offer summary

All-member meeting and contract voting

3 to 5 p.m.
Tuesday, Sept. 24

Hampton Inn
2010 S. Assembly Road
Spokane, WA 99224

Team Recommendation

Yes to Approve

Your SPEEA Negotiation Team on Saturday, Sept. 21, lifted a contract offer from Triumph Composite Systems and brings it to members for a vote. While we did not achieve all of our goals, the offer includes improvements in a number of areas. A summary is below. You will also find a complete red-line showing the changes from our previous contract on the Negotiations page of the SPEEA website: www.speea.org.

This offer includes:

Lump Sum Bonuses	Wage Increases
2013: \$6,000 2014: \$3,000	2013: 2% guaranteed and 1% selective for a total pool of 3% 2014: 1% guaranteed and 2% selective for a total pool of 3% 2015: 1% guaranteed and 2% selective for a total pool of 3%

Additional changes in this contract offer:

- Increased 401(k) match to 100% of the employee's first 2% deferred and 40% of the next 4% resulting in a maximum employer contribution of 3.6%.
- Management committed to improving communications, including skills development opportunities, improved visibility of the methodology of the selective pay adjustment process, and the overall direction of TCS/TIAL.
- Improved Article 5 increasing flexibility in the use of vacation. Clarified the requirement to use vacation for FMLA. The maximum vacation accrual was increased by 40 hours.
- Improved Article 9 Contractor Language to better protect members from layoff while contractors are employed.
- Added language with regard to exempt travel allowing for flexing when management requires employees to travel on weekends.
- Included salary references used by management in determining selective increases within Article 11.
- Improved the shift differential to \$0.85 per hour.
- Medical plan EPO will no longer be available. New PPO plan has higher deductibles and out-of-pocket costs but provides for up to \$1,000 per year of employer funds to cover eligible medical and dental expenses. (see red-line contract for details) at www.speea.org.
- Dental Plan was improved but network was changed.

The contract is only ratified by a vote of members. Watch this your email.

SPEEA - Triumph Negotiation Team

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